

**2005-2006**  
**Michigan School Readiness Program**  
**Staff Qualifications**

Language in the 2005-2006 state aid bill updates staff requirements for teachers in Michigan School Readiness Programs (MSRP). Requirements of all programs include:

**Early Childhood Specialist**  
**State Aid School District/PSA and Competitive Programs**

The *Early Childhood Standards of Quality for Prekindergarten* require all programs to have an Early Childhood Specialist who has:

- a graduate degree in child development or
- a graduate degree in early childhood education

**and**

- experience in planning, developing, implementing and evaluating curriculum for a variety of child populations and
- experience in the supervision and evaluation of personnel.

An Early Childhood Specialist for a home-based program must have:

- a graduate degree with background in early childhood education, child development, family life education, or adult education.
- received interdisciplinary training in both working with young children and adult family members.

The role of the Specialist is to provide support, consultation, technical assistance and training to the teaching staff. This person assists in evaluating the program and provides feedback for continuous improvement. While the lead teacher who meets the qualifications for the Early Childhood Specialist may also assume that role, the program then does not benefit from an objective observer, resource or ongoing relationship with the same trainer.

**Home Visitor in a Home-Based Model**

Home visitors must have one of the following:

- associate's or bachelor's degree in child or human development, early childhood education, family life education, parenting, social work or related field or
- a Child Development Associate Credential (CDA).

## State Aid School District/PSA MSRPs

**Teachers** must meet the following qualifications:

For programs managed by the district, the teachers are required to have a valid teaching certificate and an early childhood specialist (ZA) endorsement.

When programs subcontract with eligible child development programs, the teacher must have:

- a valid Michigan teaching certificate with an early childhood (ZA) endorsement, or
- a valid Michigan teaching certificate with a child development associate (CDA) credential, or
- a bachelor's degree in child development with specialization in preschool teaching.

Programs that have hired teachers who do not meet the requirements as indicated are in noncompliance. Those programs will need to do the following:

Submit a written compliance plan for the individual teacher who is **currently** hired (2005-2006) who does not meet the qualifications. This plan must outline how compliance is to be achieved and include an anticipated compliance date.

Any new teacher must meet the qualifications for this program **upon hire**.

**Paraprofessionals** must possess proper training in early childhood development including:

- an associate's degree in early childhood education or child development or the equivalent, or
- a child development associate (CDA) credential, or
- the equivalent as approved by the State Board (120 clock hours).

Newly-hired paraprofessionals must have at least one course in an appropriate training program and are allowed two years from the date of hire to complete the required training.